

October 28, 2010

TCRS 2010-08: Selected Pension Plan Limitations for 2011

**SELECTED PENSION PLAN LIMITATIONS FOR 2005 – 2011**

<b>Benefit Limit</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009, 2010 &amp; 2011</b>
IRC § 415(b)(1)(A) Defined Benefit Dollar Limit for Plan Years Ending in	\$170,000 <sup>1</sup>	\$175,000 <sup>1</sup>	\$180,000 <sup>1</sup>	\$185,000 <sup>1</sup>	\$195,000 <sup>1</sup>
IRC § 415(c)(1)(A) Defined Contribution Dollar Limit for Plan Years Ending in	\$42,000 <sup>2</sup>	\$44,000 <sup>2</sup>	\$45,000 <sup>2</sup>	\$46,000 <sup>2</sup>	\$49,000 <sup>2</sup>
Elective Deferral Limit for 401(k), 403(b) & 457(b) Plans IRC §§ 402(g)(1), 457(e)(15)	\$14,000 <sup>3</sup>	\$15,000 <sup>3</sup>	\$15,500 <sup>3</sup>	\$15,500 <sup>3</sup>	\$16,500 <sup>3</sup>
Catch-Up Limit for 401(k), 403(b) & 457(b) (gov. only) Plans (age 50+)	\$4,000 <sup>4</sup>	\$5,000 <sup>4</sup>	\$5,000 <sup>4</sup>	\$5,000 <sup>4</sup>	\$5,500 <sup>4</sup>
Minimum Compensation Amount for SEPs (Non-SIMPLE) IRC § 408(k)(2)(C)	\$450	\$450	\$500	\$500	\$550
Maximum Compensation Limit for SEPs - IRC § 408(k)(3)(C), 408(k)(6)(D)(ii), Qualified Plans, IRC §§ 401(a)(17), 404(l) Plan Years beginning in	\$210,000 <sup>5</sup>	\$220,000 <sup>5</sup>	\$225,000 <sup>5</sup>	\$230,000 <sup>5</sup>	\$245,000 <sup>5</sup>
Highly Compensated Employee Definitional Limits IRC § 414(q)(1)(B)	\$ 95,000 <sup>6</sup>	\$100,000 <sup>6</sup>	\$100,000 <sup>6</sup>	\$105,000 <sup>6</sup>	\$110,000 <sup>6</sup>
ESOP Payout Limits IRC § 409(o)(1)(C)(ii)	\$170,000 <sup>7</sup> \$850,000 <sup>8</sup>	\$175,000 <sup>7</sup> \$885,000 <sup>8</sup>	\$180,000 <sup>7</sup> \$915,000 <sup>8</sup>	\$185,000 <sup>7</sup> \$935,000 <sup>8</sup>	\$195,000 <sup>7</sup> \$985,000 <sup>8</sup>
SS Taxable Wage Base	\$90,000	\$94,200	\$97,500	\$102,000	\$106,800
Contribution Limit for SIMPLE IRC § 408(p)(2)(E)	\$10,000 <sup>9</sup>	\$10,000 <sup>9</sup>	\$10,500 <sup>9</sup>	\$10,500 <sup>9</sup>	\$11,500 <sup>9</sup>
Catch-Up Limits for SIMPLE 401(k) Plan (age 50+)	\$2,000 <sup>10</sup>	\$2,500 <sup>10</sup>	\$2,500 <sup>10</sup>	\$2,500 <sup>10</sup>	\$2,500 <sup>10</sup>
Key Employee Officer Comp. IRC § 416(i)(1)(A)(i)	\$135,000 <sup>11</sup>	\$140,000 <sup>11</sup>	\$145,000 <sup>11</sup>	\$150,000 <sup>11</sup>	\$160,000 <sup>11</sup>

**Legend:**

- <sup>1</sup> EGTRRA provides the lesser of \$160,000, with Cost of Living Adjustment (COLA) increase, if any, in \$5,000 increments after 2002 or 100% of the employee's average compensation for his high 3 years.
- <sup>2</sup> EGTRRA provides the lesser of \$40,000 with COLA increase, if any, in \$1,000 increments after 2002 or 100% of employee compensation. NOTE: 1. The 100% is reduced to 25% for SEPs by the contribution limitations of IRC §402(h)(2)(A), and 2. SIMPLEs are not subject to IRC §415.
- <sup>3</sup> Increasing by \$1,000 each year in 2004-6; thereafter, COLA increase, if any, in \$500 increments.
- <sup>4</sup> Increasing by \$1,000 each year in 2004-6; thereafter, COLA increase, if any, in \$500 increments.
- <sup>5</sup> COLA increase, if any, in \$5,000 increments after 2002.
- <sup>6</sup> \$110,000 is 2010 Compensation for HCE's in 2011.
- <sup>7</sup> Amount used to determine the lengthening of the 5-year distribution period.
- <sup>8</sup> Amount used for determining the maximum account balance in an ESOP subject to a 5-year distribution period.
- <sup>9</sup> Increasing by \$1,000 each year in 2004-5; thereafter, COLA increase, if any, in \$500 increments.
- <sup>10</sup> Increasing by \$500 each year in 2004-6; thereafter, COLA increase, if any, in \$500 increments.
- <sup>11</sup> Compensation for plan year ending on the determination date (last day of the prior plan year).

*This Summary is designed to provide an overview of the Selected Pension Plan Limitations for 2011 and is not intended to be comprehensive. The Transamerica Center for Retirement Studies® ("The Center") is a non-profit corporation and private foundation. The Center may be funded by contributions from Transamerica Life Insurance Company and its affiliates or other unaffiliated third-parties. For more information about The Center, please refer to [www.transamericacenter.org](http://www.transamericacenter.org). The Center and its representatives cannot give ERISA, tax or legal advice. This material is provided for informational purposes only and should not be construed as ERISA, tax or legal advice. Interested parties must consult and rely solely upon their own independent advisors regarding their particular situation and the concepts presented here. Although care has been taken in preparing this material and presenting it accurately, The Center disclaims any express or implied warranty as to the accuracy of any material contained herein and any liability with respect to it.*